



DEPARTMENT OF THE ARMY
UNITED STATES ARMY NORTH ATLANTIC TREATY ORGANIZATION
UNIT 21420
APO AE 09705-1420

ACEO

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: USANATO Policy Letter 19, Equal Opportunity

1. Reference AR 600-20, Army Command Policy, 13 May 2002.
2. Our Nation's security and prosperity depend on our ability to develop and use the talents of a diverse population. In support of this, I will not tolerate anyone being discriminated against because of their race, color, religion, gender, or national origin.
3. The Equal Opportunity (EO) Program is designed to ensure all people are treated with dignity and respect, but the objectives of the program can be met only through the united efforts of all personnel. Leaders and supervisors at all levels have a special responsibility in supporting these objectives by recognizing and eliminating improper behavior and violations of EO policy. Only through teamwork and active involvement can we ensure that all people are treated fairly. We must work together to eliminate actions and behavior that divide the community. We simply cannot permit prejudice, in any form, to detract from the accomplishment of our mission, nor allow it to work against any member of the USANATO team. Violations of EO policy will not be practiced, condoned, or tolerated.
4. All personnel, regardless of race, color, religion, gender, or national origin, have a right to carry out their jobs and achieve their potential based only on their abilities, merits, and qualifications. Our mission requires trust and unit cohesion, which can be achieved only when individuals know that they are treated fairly and with respect.
5. Commanders and supervisors will remain proactive in preventing and eliminating discrimination and sexual harassment. Members of our team must be able to report violations without fearing acts or threats of reprisal. Complaints should be referred to the chain of command, but they also may be made through other channels, such as the inspector general, the provost marshal, the chaplain, or the staff judge advocate.
6. The EO office provides advice and assistance to the unit, but the local commander is the unit's EO officer. Accordingly, the chain of command is the primary and preferred channel for resolving EO issues. The chain of command creates the unit environment. When all Soldiers, civilian employees, and family members contribute to maintaining an environment in which everyone is treated with dignity and respect, we will have a team that is always prepared to fight and win. For more information on any EO matter, contact the USANATO Equal Opportunity Office at DSN 423-3805.

This letter is available at <http://www.usanato.army.mil>.

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7. This policy letter must be posted on official unit bulletin boards and placed in unit policy notebooks.

A handwritten signature in black ink, appearing to read 'DD McKiernan', with a stylized flourish at the end.

DAVID D. McKIERNAN
General, USA
Commanding

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